

Build Up, Inc.

Brave innovation. Sustainable design.

Case for Support

Since 2022, Build Up, Inc. has acted as a fiscal sponsor and capacity builder for eleven women and BIPOC-led organizations that are committed to improving the well-being of historically marginalized communities.

In today's nonprofit landscape, women and BIPOC-led initiatives face formidable challenges. Systemic barriers obstruct their access to vital funding, resources, and institutional support, perpetuating cycles of underrepresentation and inequality. Despite their invaluable contributions, these initiatives encounter significant hurdles in securing the resources necessary to thrive and effect meaningful change within historically marginalized communities.



Consider these Important Statistics:

4% of the 450 billion dollars in philanthropic capital given yearly in the United States supports efforts led by people of color, with **82% percent of BIPOC-led organizations reporting long-term financial sustainability as a major concern.**

Only 0.5% of philanthropic funding goes to women and girls of color, while most Black-led and Black-benefiting nonprofits are led by women.

Most Black-led and Black-benefiting nonprofits operate on a budget of less than \$500,000 a year, **with a sizable portion operating with just \$30,000 annually.**

72% of leaders and board members of color struggle to secure financial support for their organizations compared to 64% of their white counterparts.

Within this challenging landscape, BUI operates as a fiscal sponsor and capacity builder dedicated to addressing the systematic barriers women and BIPOC-led initiatives face in accessing resources.

As a fiscal sponsor and capacity builder addressing the unique needs and challenges faced by women and BIPOC-led organizations dedicated to improving the well-being of historically marginalized communities, BUI fills a critical gap overlooked by traditional fiscal sponsorship models. BUI serves as a convenor and connector to these organizations and provides capacity-building resources to enable organizational growth and sustained impact.

Our vision is to facilitate and support brave women and BIPOC leaders who seek socioeconomic change and equity and who seek to ensure that historically vulnerable communities are removed from the margins.

BUI's Innovative Approach

BUI was founded by a Black woman to disrupt traditional power dynamics within the nonprofit sector. We offer a fiscal sponsorship and capacity-building model rooted in equity, inclusivity, and community empowerment. BUI is governed by people of color, and its leadership team is composed of diverse Black voices who bring unique perspectives and lived experiences to understand the challenges faced by marginalized communities. By prioritizing women and BIPOC leadership and governance, BUI is pioneering a transformative approach that challenges systemic inequalities and promotes genuine community ownership and agency.

At BUI, we listen and respond to grassroots leaders, offering the most innovative and creative solutions to the problems in the lives of the communities in which they work, and we support them to connect, network, and increase their capacity and impact. By centering the voices of women and BIPOC leaders, BUI ensures that its programs and services are relevant, responsive, and empowering.



The BUI team comprises nonprofit and social enterprise experts with decades of collective experience and a proven track record of working closely with fiscal intermediaries. Our team's diverse backgrounds and extensive knowledge have empowered us to operate effectively in every region of the world.

BUI has access to a broader range of expertise, and we leverage our exceptional operational, technical, and tax expertise to provide much-needed infrastructure and support and lend innovation and bravery to make BUI an exceptional capacity builder. BUI has access to a broader range of expertise, and we leverage our exceptional operational, technical, and tax expertise to provide much-needed infrastructure and support and lend innovation and bravery to make BUI an exceptional capacity builder.

- BUAG supports brave nonprofits and philanthropies in scaling their impact by strengthening their governance, grantmaking, and organizational structuring.
- TCLF is a social-impact law firm that provides advice and high-touch counsel to brave nonprofits, philanthropies, philanthropists, social-impact entrepreneurs, and movements.





Our Work Today Includes:

Fiscal Sponsorship

Through BUI's fiscal sponsorship program, we offer comprehensive support tailored to each project's unique needs.

Under Model A (comprehensive), projects become integrated BUI programs, benefiting from full legal and fiduciary oversight. Meanwhile, Model C (pre-approved grant relationship) allows projects to maintain autonomy while accessing BUI's financial management expertise and comprehensive capacity-building support.

BUI's comprehensive suite of services includes legal insight, financial management (budgeting and decision-making, bookkeeping and accounting, and tax/regulatory compliance), organizational design, strategic planning, program development, and human resources (payroll and benefits administration).



Our Work Today Includes:

Capacity Building

BUI does not take a one-size-fits-all approach and employs a tailored, individualized, and culturally competent capacity-building method.

BUI's capacity-building approach embraces culturally sensitive practices, tailoring technical support and training to the unique cultural contexts of individuals and organizations while consciously addressing race, gender, culture, and power dynamics to foster social transformation within marginalized communities. BUI prioritizes listening and learning from our sponsored projects, recognizing their wealth of knowledge and expertise. By building trust and understanding, we support our sponsored projects to take control and positively change their communities.

Additionally, we convene and connect our sponsored projects and other stakeholders to collectively work towards building a more just society. This approach is essential when working with organizations that serve communities of color and other under-resourced communities. In our day-to-day interactions with our projects, we seek to make sure our approach speaks to BUI's core values and that our projects are able to interact with us as their authentic selves.



Our Work Today Includes:

Capacity Building

When projects engage authentically, they can better express their needs, share their perspectives, and leverage their strengths, leading to more impactful and sustainable outcomes. This alignment with BUI's core values ensures that the support provided is meaningful and relevant, helping empower projects to drive real change.

In addition to the comprehensive suite of services that we provide as a fiscal sponsor, BUI's sponsored projects receive strategic and capacity-building support, including:

- Group workshops catered to the ongoing needs of BUI's sponsored projects;
- Access to a peer network where projects can interact with each other;
- An in-house library of resources curated to meet the project's specific capacity-building needs;
- Monthly strategy calls with BUI staff;
- Access to discounted or free resources through BUI partners and
- Weekly office hours with staff where projects can discuss pressing concerns.

Our Work Today Includes:

Thought Leadership & Convening

Through its resources and connections as a part of the Build Up Companies, BUI has in-depth industry knowledge of supporting women and BIPOC-led projects as a fiscal sponsor.

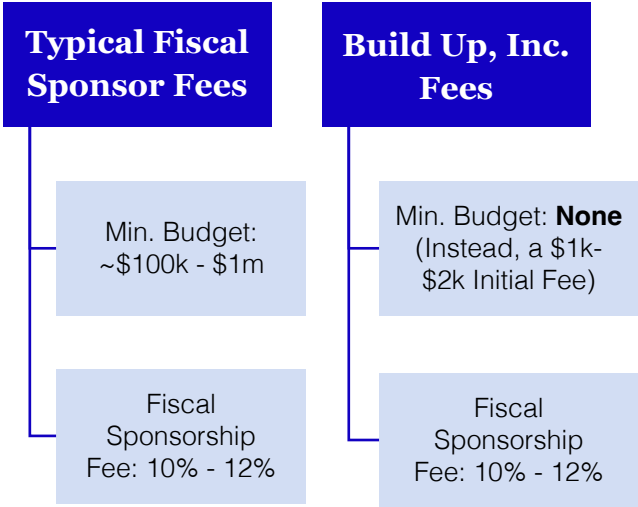
As a thought leader, BUI aims to share its approach to equitable fiscal sponsorship and champion the issues affecting invisibilized communities. As a thought leader, BUI seeks to do the following:

- Create and post insightful online content, including articles and podcast conversations, to lead discussions in the fiscal sponsorship community and inspire individuals, fiscal sponsors, funders, and other stakeholders to follow BUI's blueprint for working with women and BIPOC-led organizations focused on invisibilized communities, particularly as it relates to acting as a fiscal sponsor, capacity builder, and convener.
- Connect and convene stakeholders on innovative initiatives within the fiscal sponsorship space to develop strategies for addressing challenges faced by women and BIPOC-led organizations, especially in a manner that responds to the persistent patterns of inequity caused by the systemic systems in place.
- Create opportunities for women and BIPOC-led projects to convene and learn from one another, share best practices and resources, and gain collective wisdom from experienced and diverse nonprofit leaders.



Our Work Today Includes:

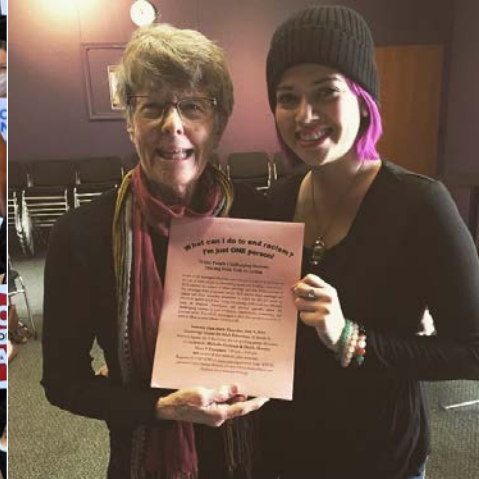
Fee Structure



BUI's fee structure aims to dismantle systemic barriers to fiscal sponsorship services. The reality is that fiscal sponsorship as a practice was not created with women and BIPOC cultural and socioeconomic contexts in mind.

For example, a larger number of fiscal sponsors typically require that the project have a minimum budget ranging from \$5,000 to \$100,000, and , in some cases, a minimum budget of \$1,000,000 to fiscally sponsor a project. They also usually have rigid criteria that tend to exclude numerous women and BIPOC leaders who are new to the fiscal sponsorship process, which in turn reduces the capacity of BIPOC leaders to carry out work that leads to the empowerment of invisibilized communities.

To this end, BUI does not require projects to receive minimum contributions to be fiscally sponsored. For projects in the beginning stages of fundraising that still need steady funding sources, we arrange an initial fee of between \$1,000 and \$2,000 in place of the standard 10%-12% fiscal sponsorship fee. This fee is set at a level that typically represents an amount that such organizations can raise without creating too much burden. Moreover, the Initial Fee represents a joint commitment between BUI and the sponsored project toward building the project's capacity and pursuing fundraising opportunities that align with BUI's and the project's purposes. We also establish regular check-in points with these projects to ensure their plans remain feasible and that they are actively engaged in fundraising. This is crucial for the sponsored projects to maintain their status as a charitable organization, especially if they decide to become independent. These check-ins help us provide tailored support and guidance, ensuring each project's success and sustainability.



Our Impact

An example of the impact of BUI's work can be seen through the testimonials and overall growth of three of our sponsored projects:





Lioness
Justice Impacted
Women's Alliance

Lioness: Justice Impacted Women's Alliance (JIWA)

Project Overview

Lioness JIWA is an organization led by currently and formerly incarcerated girls, women, and gender-expansive people in Texas with the purpose of ending the incarceration and systematic devaluing of the girls, women, and gender-expansive people within our criminal legal system.

They envision a society where we, as well as all gender expansive people, are spiritually, emotionally, mentally and physically free from all forms of violence and harm in the criminal legal system.

They believe their vision can be achieved through radical advocacy, leadership development, community building, grassroots organizing and civic engagement.





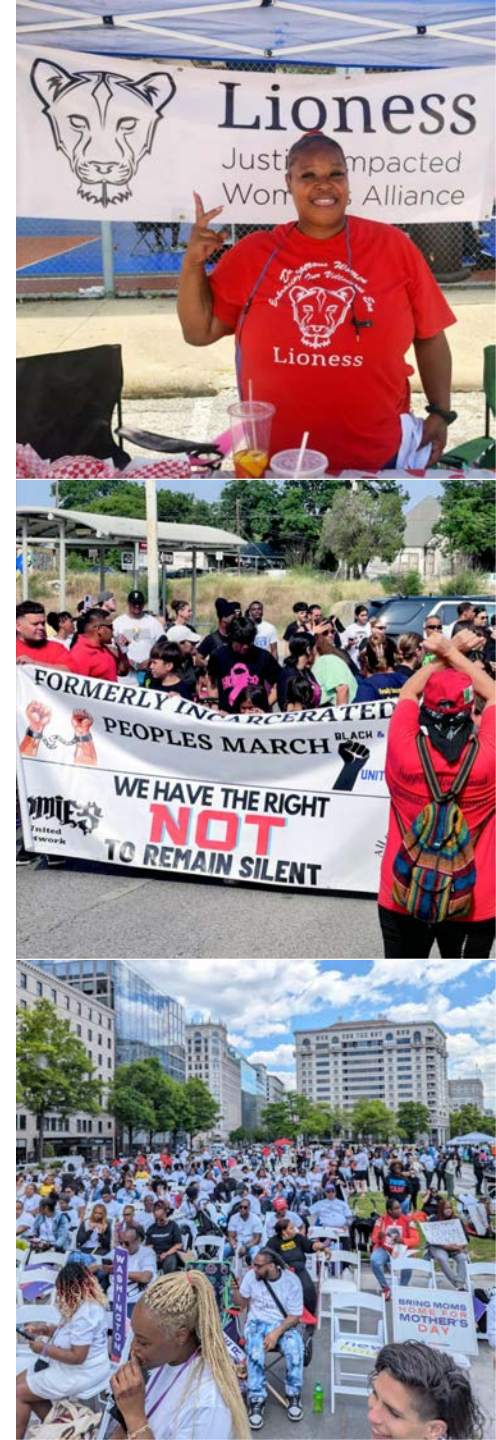
Lioness: Justice Impacted Women's Alliance (JIWA)

Testimonial

*Build Up, Inc.'s partnership with **Lioness: Justice Impacted Women's Alliance (JIWA)** has had a profound impact on advancing our mission. Their support has been integral to our goal to empower and liberate justice-impacted girls and women. Their guidance and resources have been instrumental in shaping our organization's stability and helping create sustainable growth, which ultimately has allowed us to better serve the marginalized communities we represent.*

Through BUI's support, we have had more credibility in the community as a fiscally sponsored project. This has added a level of legitimacy that has made it easier to collaborate with other social justice policy advocacy organizations as well as direct service providers. With foundational and organizational support, we are now confident to begin to build out our plans for regional groups. These regional groups will be important as we meet the needs of women and girls in their local communities. None of this would have been possible without the tremendous amount of support and investment from BUI.

BUI continues to educate and remind us to align our mission, vision, and values with partners and funders through the lens of inclusion and diversity. This is what drew us to BUI when we were looking for a fiscal sponsor to help us grow. We wanted to learn how to do the work we do in the most thoughtful, ethical, and inclusive ways possible. We wanted to get it right, and we feel like BUI is helping us do that. Our collaboration with Build Up Inc. continues to be the driving force behind our progress.





White People Challenging Racism (WPCR)

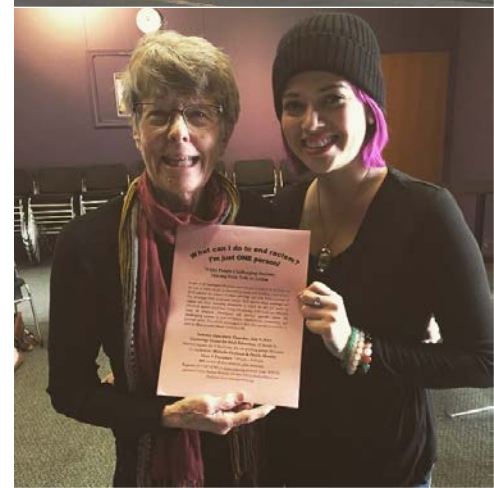
Project Overview

WPCR is a Boston-based grassroots organization that has been providing intensive antiracism workshops for more than twenty years. These workshops emphasize the role of White people in challenging and dismantling racism. With a focus on anti-Black racism, the workshops are designed and facilitated by a diverse group of volunteers committed to sharing knowledge, skills, and resources with others committed to standing up against racism.

Testimonial

WPCR credits BUI's invaluable support for streamlining its operations, allowing the organization to expand its reach and deepen its impact.

By automating processes and providing essential legal support, BUI has empowered WPCR to focus on its mission of challenging racism and fostering racial equity. Lastly BUI's thoughtful insight offered during monthly strategy calls has helped WPCR to refine their approach to their work.





Connecticut Drivers United (CDU)

Project Overview

CDU is an organization that is committed to building an agenda based primarily on drivers' voices and works to identify problems and brainstorm legislative solutions that they can take to the state legislature to implement meaningful changes that benefit the livelihood and well-being of Connecticut's app-based drivers

Testimonial

The monthly strategy calls facilitated by BUI have provided CDU with a platform to reflect and share ideas with colleagues, aiding in planning their next steps.

CDU's continued growth and outreach efforts have been supported by BUI, which provides them with essential institutional support and helps structure their efforts.

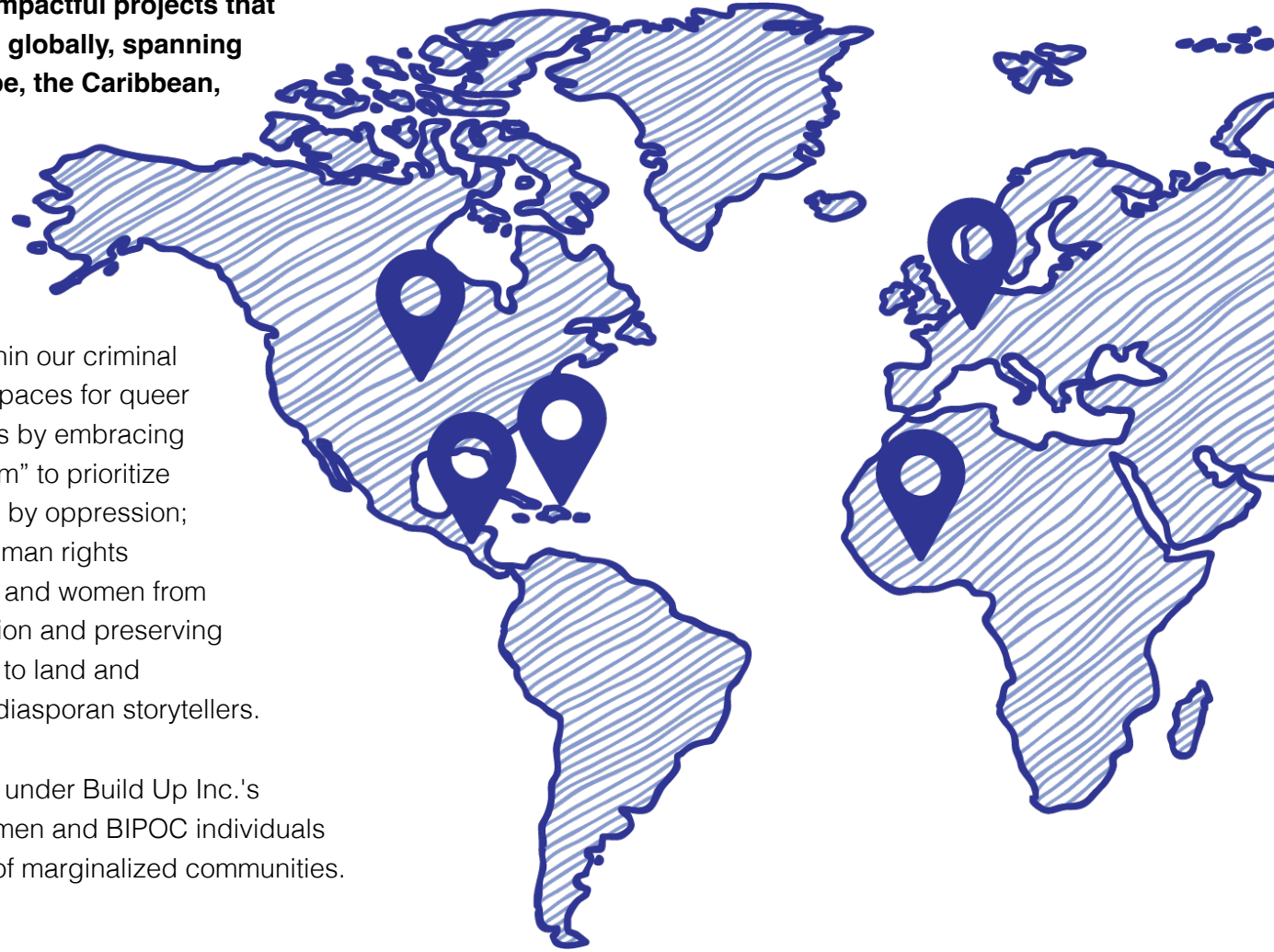


The Big Picture

BUI currently supports eleven impactful projects that are reaching thousands of lives globally, spanning across the United States, Europe, the Caribbean, and Sub-Saharan Africa.

These projects encompass initiatives aimed at ending the incarceration and systematic devaluing of girls, women, and gender-expansive individuals within our criminal legal system, creating welcome spaces for queer and trans people of color travelers by embracing the principles of “pleasure activism” to prioritize pleasure for those most impacted by oppression; challenging racism; protecting human rights defenders; liberating Haitian girls and women from all forms of violence and oppression and preserving the Black American narrative tied to land and empowering African and African diasporan storytellers.

Notably, over 80% of the projects under Build Up Inc.'s sponsorship are led by brave women and BIPOC individuals whose work focuses on the lives of marginalized communities.



The Big Picture

Overall, BUI's services have contributed significantly to the success of our sponsored projects by providing essential fiscal sponsorship and capacity-building services.

BUI's fiscal sponsorship models provide necessary infrastructural support, enabling projects like CDU to focus on advocating for fair labor practices. By removing administrative burdens and offering flexible options, BUI empowers projects to expand their reach and achieve greater impact.

BUI's tailored capacity-building initiatives have equipped our projects with the knowledge, skills, and strategic insights needed to maximize impact and attract resources for long-term sustainability. BUI's capacity-building resources have enhanced the effectiveness of sponsored projects by enabling them to form better agreements, lobby for workers' rights more efficiently, and structure advisory boards effectively.

Through workshops, office hours, and access to a curated resource library, BUI fosters a community of learning and collaboration, enhancing impact through shared knowledge and resources.

Moreover, BUI's fee structure is vital in breaking down financial barriers for our sponsored projects. By adjusting fees to allow projects with lower or almost zero-dollar budgets to participate in fiscal sponsorship, we actively demonstrate our commitment to their sustained growth and success.

This strategic approach enables projects like Apogeo Collective, dedicated to offering safe and inclusive spaces for travelers who are queer and trans people of color, to allocate more resources towards their core programs. As a result, Apogeo Collective can continue fostering empowerment and exploration within marginalized communities, amplifying its societal impact.

BUI's convening efforts are pivotal in facilitating collaboration and knowledge exchange among stakeholders, leading to a more significant impact through collective problem-solving and networking opportunities. For instance, BUI facilitates collaboration between sponsored projects with shared missions, creating an environment for shared experiences, insights, and best practices. By building robust networks and promoting cross-learning, BUI empowers organizations to enhance their effectiveness and broaden their impact within their communities.

Financial Information

Our unaudited 2022 financials show a total revenue of **\$403,063**, which primarily consists of funds allocated to our sponsored projects.

In other words, these are funds that our projects have raised and do not reflect funds toward BUI's operational expenses.

A more accurate picture of our finances is that BUI generated only **\$17,000** in fiscal sponsorship fees in 2022. Given that many of our sponsored projects are in their nascent stages as we continue to target projects at the grassroots level, these fees alone are insufficient to sustain BUI.

As a result, the organization operates at a significant loss, highlighting the urgent need for additional funding to sustain BUI's vital programs and services.



Support Our Capacity-Building Efforts

Your support is crucial to our efforts to dismantle systemic barriers and empower marginalized communities.

Together, we can drive meaningful change and create a more equitable future. Join us in this transformative journey by investing in our mission today and becoming a champion for equity and social justice.

PASSION LED US HERE



Your financial support supplies flexible funding for **BUI** to expand its capacity to do the following:

1. **Enhance our fiscal sponsorship and capacity-building services:**

- **We will expand our support base** by welcoming more nascent projects with innovative ideas. By providing these projects with essential resources and guidance, we can facilitate their growth and maximize their potential impact on marginalized communities.
- **We will transition from bi-monthly to monthly group workshops**, allowing us to provide deeper insights into crucial topics. These workshops will cover areas such as lobbying, nonprofit governance, fundraising, strategic planning, and racial justice integration strategies, along with other issues relevant to our sponsored projects. By delving deeper into these subjects, we empower our sponsored projects to develop comprehensive strategies that address multifaceted challenges faced by marginalized communities. With sufficient funding, we also plan to offer specialized workshop series on specific topics, such as crowdfunding, led by industry experts.
- **We will expand BUI's online resource library**. This library serves as a repository of knowledge, providing templates, guides, and documents to strengthen our projects' infrastructure and efficacy. With additional funding, we aim to enrich this library further, ensuring that it remains a valuable tool for our sponsored projects as they navigate the complexities of their work.
- With additional funding, we plan to partner with service providers such as fundraising consultants and offer these services to our projects at a significantly reduced or no cost.

2. **BIPOC Fiscal Sponsorship Convener:** BUI will bring together BIPOC leaders and funders in a shared environment where dialogue and collaboration can flourish. This initiative seeks to provide tailored mentorship, networking opportunities, and comprehensive capacity-building programs to fortify BIPOC-led projects and amplify their voices in the philanthropic arena. By facilitating conversations that drive innovation and promote equity, we hope to initiate a transformative shift in the nonprofit sector and philanthropic landscape.

By investing in BUI, you will be contributing to supporting underrepresented communities that are driving socio-economic empowerment and fostering positive change.

Your support will enable BUI to amplify marginalized voices, dismantle systemic barriers, and create a more just and equitable society for all. By supporting BUI, you will be part of a transformative movement that not only addresses immediate needs but also builds long-term capacity for sustained impact.

We invite you to join us in this mission. Visit our [website](#) to learn more about our work, or [here](#) to reach out directly and schedule a conversation with our team to discuss how we can work together to achieve social justice.

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